CITY OF REDMOND ORDINANCE NO. 2555

AN ORDINANCE OF THE CITY OF REDMOND. WASHINGTON ESTABLISHING THE 2011 PAY FOR FIRE SUPPORT EMPLOYEES COVERED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS 2829 REPRESENTING \mathtt{ALL} NON-UNIFORMED EMPLOYEES OF THE CITY OF REDMOND DEPARTMENT, EXCLUDING SUPERVISORS, CONFIDENTIAL EMPLOYEES AND ALL OTHER CITY **EMPLOYEES**

WHEREAS, the City of Redmond in 2010 completed labor contract negotiations with the International Association of Fire Fighters No. 2829 representing all non-uniformed employees of the City of Redmond Fire Department, excluding supervisors, confidential employees, and all other city employees; and

WHEREAS, Pay Plan FS was established and put into effect, the salary ranges implemented and adopted; and

WHEREAS, the salary ranges adopted by Ordinance No. 2528 have now been adjusted in accordance with the Memorandum of Understanding negotiated with the Fire Support bargaining unit.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. Pay plan adopted. Effective January 1, 2011, Pay Plan FS is amended to read as set forth on Exhibit 1 attached to this ordinance and incorporated herein by this reference as if set forth in full.

Section 2. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. Effective date. This Ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this 7^{th} day of December, 2010.

CITY OF REDMOND

MARCHIONE, MAYOR

ATTEST:

MICHELLE M. MCGEHEE, CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

OFFICE OF THE CITY ATTORNEY

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL: December 7, 2010

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO. 2555

November 24, 2010

December 7, 2010

December 13, 2010

December 18, 2010

ADOPTED 7-0: Allen, Carson, Cole, Margeson, Myers, Stilin and Vache

City of Redmond

Pay Plan "FS" - Fire Support

Redmond Fire Fighters Union

Representing the Fire Support Bargaining Unit

Effective: January 1, 2011

Grade	Title	Minimum	Midpoint	Maximum
FS10	Fire Support Office Technician	\$2,502	\$3,129	\$3,756
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F\$20	Fire Support Administrative Assistant	\$2,946	\$3,663	\$4,380
FS25	Fire Support Program Coordinator	\$4,298	\$4,889	\$5,480
FS30	Fire Mechanic	\$4,540	\$5,059	\$5,578
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FS40	Fire Apparatus Program Supervisor	\$5,220	\$5,818	\$6,415

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN CITY OF REDMOND AND

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, IAFF, #2829, REPRESENTING FIRE SUPPORT EMPLOYEES

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the City of Redmond (City) and the International Association of Fire Fighters (IAFF or Union) regarding a one percent (1%) salary adjustment effective January 1, 2011. Except as otherwise provided for in this MOU, the terms of the Agreement shall remain in full force and effect through December 31, 2012 and are incorporated into this MOU by reference.

- 1. Purpose. The purpose of this MOU is to record the understanding between the City and IAFF relating to a one percent (1%) salary adjustment. This MOU will only be binding upon ratification and execution by each of the City and IAFF.
- 2. Wages. The parties agree that the process for determining the adjustment of the monthly rates of pay as provided in Article XVI of the Agreement will not be used for the adjustment to be effective January 1, 2011. In lieu of the adjustment provided for in the Agreement, effective January 1, 2011 the increase in the monthly rate of pay for employees covered by the Agreement shall be one percent (1%), and the salary ranges in the Fire Support pay plan will be increased by the same amount, as reflected in Appendix A.
- 3. Integration. This MOU, including the terms of the Agreement incorporated by reference, is an integrated document. This document is the only agreement between the parties hereto regarding the subject matter of this MOU, and replaces and/or supersedes any and all prior agreements or understandings between the parties relative thereto. The parties hereto agree that all previous agreements and representations regarding the subject matter of this MOU, whether oral or in writing, are hereby null and void and of no further force or effect. Any modifications to this MOU must be made in writing, signed by the parties hereto in order to be valid and binding.
- 4. Severability. If any term or condition of this MOU or any addendums thereto are held invalid by operation of law or by any tribunal of competent jurisdiction, or should compliance with or enforcement of any provision be restrained by such tribunal, the remaining terms and conditions of this MOU and addendums thereto shall remain in full force and effect.

5. Interpretation. The validity, interpretation and execution of this MOU and the performance of and rights accruing under this MOU are all to be governed by the laws of the State of Washington. This MOU is only binding on the parties hereto, cannot be relied upon by any person or entity who is not a party to this MOU, and this MOU has no precedential value.

DATED the 10th day of November, 2010.

CITY OF REDMOND

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

John Marchione

Mayor

Mark Donnell

President IAFF, #2829

ATTEST: